

Human Resources Policy

As Smart Güneş Enerjisi Teknolojileri Araştırma Geliştirme Üretim Sanayi ve Ticaret A.Ş. ("Company"), ("Company"), we aim to be a company that has a global perspective, a high sense of belonging, and is preferred by the workforce that creates value with its creativity and high performance, and we see our employees as the most valuable asset of the company with the slogan "Your Energy is Our Energy". With this vision, we strive to create an anti-discrimination and human rights-respectful working environment with an inclusive approach that believes in gender equality. In this respect; We do our best to develop non-gender-based and fair approaches within the scope of recruitment processes, career development, promotions, work-life balance, remuneration and fringe benefits. Within the framework of our Human Resources Policy;

- We work diligently to recruit qualified manpower with the knowledge and skills required by the job.
- We provide an effective communication and motivation environment where our employees can use their creativity and express their ideas.
- We follow a participatory management policy that combines different perspectives and knowledge.
- We support the continuous learning and development of our employees by prioritizing their personal and professional development.
- We evaluate the performance of our employees with objective criteria and encourage them by rewarding high performance.
- We always strive to offer the best to our employees by implementing innovative human resources practices.
- We promote equal opportunity, diversity and inclusion, .
- We consider gender equality and human rights issues in the planning, data collection, strategy development and budget preparation processes for our activities.
- We manage our human rights practices within the scope of our Human Rights Policy.
- We collect the feedback of our employees through suggestion and complaint mechanisms and integrate them into the evaluation processes.
- We adopt a zero-tolerance approach to all forms of discrimination and harassment (verbal, physical, sexual, psychological and/or emotional), and work to establish a communication mechanism for the reporting of harassment cases, to result in an objective evaluation and appropriate sanctions.



This Human Resources Policy was adopted and put into practice with the Board of Directors Decision No. **2022/46** dated **23/11/2022**. The policy is regularly reviewed and updated when deemed necessary.